



## DISTRICT BOUNDARY REALIGNMENT PLAN (2019)

### Objective

With the elimination of 106 scouting units sponsored by The Church of Jesus Christ of Latter-day Saints at the end of 2019, the Mount Baker Council faces shrinking volunteer and financial resources. Our objective is to strengthen and grow Scouting in the Mount Baker Council by combining seven existing districts to create three high-performing districts consisting of approximately 50 to 65 units each. Combining districts will benefit scouts and scouting units by:

- (1) Strengthening our district committees by facilitating the recruitment of a full complement of high-quality volunteers;
- (2) Increasing the capacity of professional staff and district volunteers to service units by consolidating meetings and assignments; and
- (3) Focusing our efforts to grow scouting and engage our donor base by more effectively engaging with the communities that we serve.

Because of the essential role a district plays in supporting units, fundraising, and community engagement, it is important that the boundary realignment be completed as soon as practicable, **and no later than May 1, 2019.**

### Implementation

#### *Form Steering Committees*

The Council President appoints the following steering committees to serve at the Council and District levels:

*The Council Steering Committee* - The Council Steering Committee ("CSC") is advised by the Scout Executive and consists of the SVP of Operations, Council Commissioner and three members of the Executive Board, each of whom resides within the boundaries of one of the proposed combined districts (a total of five persons).

*The District Steering Committees* - Each of the three District Steering Committees (each, a "DSC") are advised by the relevant District Director are chaired by that Executive Board member serving on the CSC who resides in the proposed combined district. The

remaining members of each DSC are the current District Key 3 members of each of the combining districts. Additional members may be appointed by the Council President, as needed.

**Proposed Completion Date:** by February 15, 2019

### *Steering Committees Roles and Responsibilities*

The CSC will be responsible for the overall implementation of the boundary realignment plan and will provide each DSC with guidance on completing its work. Specifically the CSC will meet regularly to:

- (1) Develop a model district operations organization chart that aligns with Council organization chart;
- (2) Develop comprehensive issues and questions for each DSC to consider and resolve prior to combining (e.g., roundtable format, district committee meeting nights, district naming process, nominating committee recommendations, etc.);
- (3) Ensure that there is consistency in implementation and messaging across all service areas; and
- (4) Resolve concerns that may arise out of DSC discussions or feedback from council constituents.

Each DSC will be responsible for resolving district-specific issues associated with combining its constituent districts. This would include issues such as meeting dates and times, appointment of a nominating committee to recommend a new Key 3 and committee members for the combined district, implementation of the new district naming process, and consideration of concerns unique to the combined district such as distance, FOS events, or unit-specific questions. Each DSC will also be specifically responsible for organizing the town halls contemplated by the Council-wide communications plan within its combined district service area (see below).

**Proposed Completion Date:** by April 1, 2019

### *Communications Plan*

The CSC, in consultation with the Council Key 3 and relevant Council officers will develop a comprehensive communication plan with communications calendar for implementation. This plan will consist of:

- (1) A Council-sponsored file sharing website (dropbox, google docs, etc.) will be established to host the CSC's guiding documents, including proposed maps, timelines, model district organization charts, presentations, FAQ, etc.;
- (2) Informational email blasts to district volunteers regarding the work of the CSC and DSCs, including links to informational file-sharing site;
- (3) Social Media updates regarding the timing and progress of the realignment, including key milestones (e.g., appointment of committee members, dates/locations for new district meetings and events, etc.);
- (4) Dates, locations, and outline for town hall meetings to be held throughout the new districts for volunteers to come and learn about the plan forward; and
- (5) Timeline for presentations to Executive Board or Executive Committee.

**Proposed Completion Date:** by March 15, 2019

*New District Key 3s Appointed and New District Committees Formed*

The new District Key 3s and District Committees are appointed and begin executing the vision and making changes as needed.

**Proposed Start Date:** May 1, 2019

*Post-Combination District Goals*

Each new District Committee, in consultation with the relevant DSC, should develop four to eight short-term goals to be met over the course of the next year and a half. These goals may culminate in a JTE win but should be process-oriented, not just outcome-oriented, so that the wins reflect the changes in operation for the new districts.

Goals should be structured to allow an early "win," ideally no later than June 30, 2019 to give the new districts an early success. The final "short term" goal should be no later than the completion of 2020. District Committees should have latitude in establishing the content and timing of these goals within these parameters.

**Proposed Completion Date:** December 31, 2020

*Post-Combination Evaluation*

The CSC and each DSC will be engaged over the next two years to meet and address issues that may have developed as a result in the district combination, whether functional

or perceived. These steering committees should meet quarterly to ensure that the objectives for each new district are on track and to resolve concerns. The results of these meetings should be shared with the Council Key 3 on a set schedule (suggested reports every six months for two years.)

The CSC and each DSC will also develop a short outline of district standard operating procedures and best practices (“*SOP*”). These *SOP*’s would deal primarily with any modes of operations that are different from those found in the National Council’s district operation’s literature.

**Proposed Completion Date:** December 31, 2020